

COUNTY NEWS



PUBLISHED FOR EMPLOYEES OF THE COUNTY OF SAN DIEGO

May 2005

County Accommodating To Workers with Disabilities

Mike Zachry, a deputy district attorney with the County since 1999, sees himself as a good attorney like so many others in his office.

"Since I've been here I've done many good things. I've done just about everything and carried my own weight and then some," he said.



A custom desk with no legs and voice dictation software were the key accommodations needed for Mike Zachry to succeed as a deputy district attorney.

Law wasn't this 37-year-old's first career choice. Zachry loved the outdoors and growing up he dreamed of becoming a park ranger. But an accident at the age of 19 changed all that. He dove into a swimming pool and cracked his vertebra, damaging his spinal cord and resulting in paralysis from the chest down and in his hands.

"After I got hurt, I realized that I needed to look for a career that minimized by limitations," Zachry said. Limitations such as being in a wheel chair, which meant a job that relied on his brain versus his physical abilities.

After finishing college in New York, he moved to San Diego and was accepted to law school at the University of San Diego. Upon graduation he took on a few pro bono jobs to bolster his resume, then landed a temporary position on a writing project with the District Attorney's office. Within a year, he was hired as a deputy district attorney.

There are no concrete numbers defining how many employees currently with the County have a disability; the last statistics were collected at least five years ago according to Jackson Alexander of Human Resources, and the number of employees self-reporting a disability was about 400. Because those numbers were self-reported, there's no way to know the range of those disabilities either.

But what Alexander does know for sure is that there are a number of people with disabilities who aren't working and would like to work, and he'd like to encourage departments within the County to give more of them a chance.

"Employers tend to worry that people with disabilities will need more time off from work than others, but statistics don't show that to be true," Alexander said.

Alexander is a senior analyst for the department and in addition to his regular duties works on issues relating to the Americans with Disabilities Act. For him, these issues hit close to home as he is also

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"Going through school with a serious disability I was always hopeful that I'd find a good job, but not entirely certain how it would work out. It worked out rather well." — Mike Zachry

New Academy Hones Management Skills

At the end of April, 60 County employees embarked on a 10-week journey of learning in what is the latest "academy" debuted by Human Resources to benefit the County workforce. The Dynamic Management Seminars program was created to provide tools and resources that emphasize professional management skills.

"This is a key part of our succession planning within the County as we provide skill and career development opportunities for our employees," said Human Resource Director Carlos Arauz.

Although only a limited number of employees will have the opportunity to participate in this academy, the impact is expected to be far-reaching. The idea is that those trained will be more effective as managers and will bring back to their workplace additional skills to work with staff, resolve problems and achieve department goals.

This training is another piece of Human Resources' career development series, which includes the leadership, supervisory and administrative support academies. This academy will differ, however, in how the sessions are structured. Instead of all participants being in the same training room each day, it's broken down into 34 two-hour courses, with participants taking up to four classes each day of the training.

"We believe that this is a new and innovative way to prepare our employees for career growth within the management ranks for the County," Arauz said.

Employees must be nominated by their group manager to be eligible to attend.

NewsBriefs

Media Training Now Offered

Media and Public Relations is offering "Media 101" trainings for County employees to learn about the media and why they call the County for information. Signups are now underway for three upcoming classes: June 14, Aug. 16 and Nov. 15. All trainings are 2 to 4 p.m. and held in the 8th floor conference room of the County Administration Center.

A "Media 102" training is also being offered for those who need to brush up on their interview skills.

Interested employees are encouraged to talk to their supervisor to find out if they can enroll and which class is best for them. To register, or for more information, call Brook Williamson at (619) 595-4645.

Housing Honors

Housing and Community Development was recognized at the regional conference of the National Association of Housing and Redevelopment Officials for its work with local foster youth. The department's Emancipated Foster Youth Tenant Based Rental Assistance Program received acknowledgement of the award at the regional conference in April, with the actual award to be handed out at the national conference during the summer.

County Applauded for Mosquito Control

Environmental Health won international recognition for the County's aggressive approach to mosquito control, which likely helped minimize the impact of the West Nile Virus locally. During the recent Annual American Mosquito Control Association conference in Vancouver, British Columbia, student worker Wesley Rubio won the student presentation with his talk about "Effective reduction of mosquito populations through monthly aerial larvicide applications in San Diego County."

Because the conference was outside of the United States, the approval process for sending staff is intensive. Rubio, who assists with the department's aerial application presentations in addition to other duties, offered to attend the conference at his own expense and share San Diego's success story with other vector districts.

For more NewsBriefs, see the "Extra" section of County News online.

NewsMakers

Gary Erbeck, director of Environmental Health, was recognized for his outstanding career with the California Environmental Health Association's Vince Dunham Memorial Award. This prestigious award requires a minimum of 20 years of service as an environmental health specialist. Erbeck was recognized for his lifetime support and contributions to the environmental health field.



In *Walt*'s Words

Recognizing Great Service

Providing the best service possible to our customers is a core value of the County of San Diego.

But our customers can include more than the public we serve. They can also be the department across the hall from us or in another building.

That is why the County Customer Service Leadership Committee created a program that allows employees to reward colleagues in another department or office for their outstanding internal customer service.

The Outstanding Internal Customer Service Employee Recognition Program springs from the County General Management System. The system states that motivation, rewards and recognition programs set clear expectations for employees' performance and should reward those employees who meet or exceed expectations. Many departments already have recognition programs of their own, so this program fills a gap in recognizing outstanding internal customer service.

Outstanding service would be defined as "exceptional, extraordinary, and well-above standard." It would apply to four areas: timeliness, courtesy, accuracy and knowledge.

The program began about a month ago and has already resulted in several awards. Winners receive a letter informing them of their award and their supervisor is also notified.

Information about the program is available on the benefits section of the County intranet (CWW), under "department recognition and forms." There, employees can download the form and fill it out to recognize another employee. Completed forms are submitted to the Customer Service Center.

One of the things I hate most is when people say, "That's good enough for government work." We continue to fight the stereotypes that exist of government workers. Each of us individually contributes to the reputation of the County, and the perception people have of government in general.

Here at the County of San Diego, I urge employees to continue to focus on delivering great service and exceeding expectations. By recognizing employees who do just that, we can set an example for the entire workforce. And together, we can make this a better government and a better place to work.

Walt Ekard
Chief Administrative Officer

Accommodations

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confined to a wheelchair as a quadriplegic.

Another “myth” about hiring employees with disabilities, Alexander said, is that the cost associated with accommodating a disability is too high, but most can be done for less than \$500 he estimates.

The most common ones tend to be raising or lowering a desk, purchasing a speaker phone (although speaker phones are standard in most cases these days), and installing a track ball instead of a mouse on the computer. Alexander is able to use his computer thanks to a track ball, and it cost his department all of about \$40 through the Pennant Alliance.

When a County worker with a disability is hired, the employee typically works with the department’s personnel officer to arrange for any special accommodations.

Zachry said the DA’s office was extremely helpful in providing him with a work environment that suited him physically.

“First thing I thought of was that I needed a desk that I could move around under and not be impeded by legs or a file cabinet,” he said. A custom desktop was designed to attach to the walls so not to obstruct his movement. It’s modular in the fact that as he’s moved from unit to unit within the DA’s office, his desk has gone with him.

He also relies on a voice dictation program.

“I essentially put on a head set and talk, and it types what I’m saying,” Zachry explained.

His current position is with the Appellate division, in which he mostly writes responses to motions by the defense and goes to court for evidentiary hearings based on those motions. He hopes to move into a future position that allows him a more constant trial schedule.

When that does happen, he’ll most likely work out a system of having someone accompany him to court, as the courthouse still has accessibility issues.

“I never want to be in a situation where a defendant is able to ingratiate himself with a jury by having them see a defendant opening a door for me,” he said.

Overall, Zachry rates his time with the County as probably the best experience he’s had since his accident.

“Going through school with a serious disability I was always hopeful that I’d find a good job, but not entirely certain how it would work out,” he said. “It worked out rather well.”



Travis Elder (above), an Insect Detection Specialist with Agriculture, Weights and Measures, has been called upon to fight many battles against pests in our County. He currently is assigned to the Pierce Disease Program and inspects outgoing shipments of plant material that must be certified as free from the Glassy Winged Sharpshooter, an insect best known for destroying grape crops.

But for the time being, his colleagues are having to carry on their fight without him, as Elder has been called to take on a much more dangerous mission. A reservist with the Marine Corps, he is currently serving in Iraq providing security for military convoys.

With Elder’s permission, below are excerpts from an e-mail sent to friends, family and coworkers after his first month of duty. His department looks forward to his speedy and safe return.

“I have seen a lot since I have been out here. This is a beautiful country in its own special way. Even the vast desert can be beautiful. I’ve been working in the western area of the country and have been everywhere from Baghdad to the border with Jordan. I’ve seen oases, ancient ruins, rivers, impressive mosques, huge cities, deserts, former palaces and more.

“My job takes me off of my main base a lot and keeps me on my toes. I’m staying busy, and life here isn’t so bad. I can’t wait to go home of course, but I figure that while I’m here, I might as well enjoy what I can. I get along with my fellow soldiers and Marines well, and even the Iraqi national guards who we share this base with aren’t so bad.

“Lately things have been improving, and our relations with the Iraqis (even the Sunnis) are improving. In the month that I’ve been here, I’m already seeing more waves and smiles and less dirty looks from the ordinary Iraqis on the streets. I have high hopes for this country, and I think they have a fighting chance at a stable pseudo-democratic government. I guess history will tell of course.

“For the curious, I will tell about my average day: I get up, prep my vehicle by loading the radios, night vision equipment, ammo, and machine gun. Then my platoon (of 10 gun trucks) will go get the cargo trucks or whatever else needs to be escorted somewhere.

“Next, the trip—the most dangerous part of my day. While traveling between bases, we sometimes move quickly and sometimes move very slowly depending on if there are any bombs on the roadside or not. When we reach our destination, we drop off our cargo, maybe pick some up that’s headed for Ramadi, and come back home. We prep the truck for the next convoy and try to relax until the next mission.

“I usually get a day off between convoys and I spend it playing horse shoes and poker, watching DVDs, writing letters, and checking e-mails.

“Time is passing quickly, and I stay busy.”

County Mom Turns Tragedy into Advocacy for Balcony Safety

Joy Kutzke of the Civil Service Commission has almost single-handedly forced the City of Los Angeles to revisit thousands of balconies on multi-unit residences and ensure they're up to the current state building codes.

This mom on a mission has been called the "Erin Brockovich of balcony safety," but it's a title she'd gladly trade away in exchange for erasing the event that set this all in motion.

In July 1999, her son Kris fell 50 feet from a balcony and died. A student at UCLA, Kris was attending a housewarming party at a Westwood-area apartment and tripped stepping over the threshold between the apartment and the balcony. He stumbled and tried to regain his footing, but instead went over the short ledge.

Shortly after his death, she learned that two more UCLA students were critically injured after falling from a 4th story balcony in the very same apartment complex. Three months later, as she started to emerge from her tunnel of grief, she decided to follow up on information gathered by her son's girlfriend the day after his death. The girlfriend had measured the height of the balcony and threshold at the apartment, saying that in her estimation, it just didn't look right.

To Kutzke, this was a safety issue that needed addressing; she didn't want to see anyone else go through the same gut-wrenching grief. After many phone calls, she got the city's code enforcement department to respond. Ultimately, measurements were taken and the owner was cited for failing to meet code.

"Then I thought, my son has died, he's not coming back," Kutzke said. "What about the other units in the complex?"

She undertook a battle that lasted two years, and the final verdict was that every balcony in the apartment complex failed to meet code. But that victory was



Joy Kutzke displays newspaper clippings and letters documenting her journey to correct the building code that played a role in her son's death.

tempered by the owner's reluctance to fix the violations, so Kutzke filed a lawsuit and prevailed.

"That's where I really gained credibility," she said. "This wasn't a crazy mother. This wasn't a mother in denial. This wasn't a mother trying to place blame somewhere else for her son's negligence or behavior."

During her trial, her experts maintained that the minimum height code was 42

inches, but she had to use 36 inches as the standard, because that's what the City of Los Angeles was using. So she went to Sacramento to lobby for a bill to raise the height to 42 inches. She found support with the state senators, support that led to an astonishing find: there was no need to raise the code, because 42 inches was, in fact, the code.

That meant the balcony Kris fell from wasn't just one inch out of compliance, as the owner had originally been cited—it was seven inches lower than the law allowed.

In June 2003, with the help of a city council member who took up her cause, Los Angeles enacted an ordinance that directed code enforcement to go back 17 years and inspect every multi-unit residence and bring it up to code.

Kutzke said of her long journey:

"I was very tolerant and understanding because I knew I had to be. I couldn't get mad at anybody because it wouldn't take me anywhere and I was very focused on where I wanted to go."

With victory behind her, she is still an advocate for balcony safety and reaches out to families dealing with similar tragedies.

"You don't ever get over it," Kutzke said. "You get through it. It's a tunnel—you have to get through to the other side. Then you become functional, but a part of you is dead. How could it be any other way?"

Unfortunately, her heartache as a mother is long from over. Last spring her younger son Kyle, 23, announced to his parents that he was going to become an officer in the Marines.

Although initially devastated by his decision, she has since rallied to support him even though inside it has torn her apart.

"People say, 'you must be so proud.' But I say, 'I can't go there.' Too many other emotions precede the feeling of pride," she said, emotions such as fear that she might lose him, too. "I can't do it again."

Last month, County News put out a call for stories about inspirational moms and dads who are County employees.

Beginning on this page and spilling into the "County News Extra" section, this month we highlight a few of the many stories that were shared with us about "Super Moms."

Next month we highlight the County's "Super Dads." If you have a story to share, email countynews@sdcounty.ca.gov by May 13.

Board of Supervisors

Greg Cox, District 1
Dianne Jacob, District 2
Pam Slater-Price, District 3
Ron Roberts, District 4
Bill Horn, District 5

Chief Administrative Officer
Walter F. Ekard

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COUNTY NEWS *Extra*

AWM's Nielsen Colors Students' Lives with Lessons in Art

The great Pablo Picasso once said: "Every child is an artist; the problem is how to remain an artist once he grows up."

An artist at heart, it's Dawn Nielsen's goal to have all the children in her art classes believe that they are artists—no matter what road they pursue. For the past eight years, this 22-year County veteran has volunteered her time to teach a series of eight art lessons in her two children's classrooms. She's one of dozens of parents who give their time to the "Fine Artists" program at Vista Grande Elementary School in Tierra Santa, but to her it's a lot more than a volunteer job.

"I get to really work with the kids and learn about the kids and push them and stretch them a little," Nielsen said. "Hopefully I can get them to appreciate all kinds of art—not just the kind that's easy to appreciate. That's my hope—that it will be more meaningful to them."

Now the Deputy Agricultural Commissioner/Sealer of Weights and Measures, Nielsen was herself once an art major, then decided that she needed to do something more practical. Already a student worker for the County, fresh out of San Diego State University with a biology major and chemistry minor, she applied for

her first full time job in Agriculture, Weights and Measures and has been there ever since.

But even though the bulk of her professional career has related to agriculture, Nielsen has kept her love of art alive. When she first learned of the "Fine Artists" program, her son was in kindergarten. She taught his class each year through elementary school and has continued the tradition with her daughter, who is now in the fifth grade.

"It really has given me a chance to get to know the children in my child's class—
(continued on next page)

Social Worker Takes on Role of Foster Mom to Help Siblings in Need

Social worker Glenda Burnett's family life has provided her with valuable insight into her professional life.

A County employee for nine years, Burnett has been a social worker for four. She works in the North Coastal Children's Services office in Oceanside and much of her job is overseeing cases in which children have been placed in foster care.

"If I have a foster parent complaining about the children and saying this isn't going to work, I can definitely relate to my clients," Burnett said.

In 2001, when her son was just one year old, Burnett and her husband took in her goddaughter, now 17, and later her goddaughter's two siblings, now 13 and 14. Burnett was a high school friend of their mother, and although the pair didn't stay in constant touch, she took her responsibility as a godmother seriously.

"If you're a godparent, you step up to the plate to take care of the children if the parents aren't able to," Burnett said.

Her goddaughter had been in the foster care system more than a year when Burnett learned of the situation. At first, Burnett arranged for visits, then later asked the girl if she'd like to come live with her. Two years later, she became a foster parent to her goddaughter's brother and sister as well.

"I just felt it was the right thing to do," Burnett said. "My husband and I both agreed that we could help out these children in their time of need."

Beyond the immediate impact of cooking and caring for three extra children, it has been a tough road because of what her foster children have been through in life. In addition, her husband is away much of the time; he's a Navy officer currently assigned to a ship in Washington state.

"Some times I feel like I can't continue on," Burnett said. "But you sleep on it, then move on to the next thing."

Burnett's co-workers marvel at her dedication and commitment to her expanded family, saying she demonstrates compassion and has a heart of gold. They have watched her gracefully deal with the trials and tribulations of raising her three guardians, whose troubled past often affect their present lives.

Through the entire experience, Burnett has persevered and even earned her bachelor's degree last August. She's since started a Masters degree in school psychology. The added pressure of school on top of everything else has been hard, but she felt it was an example she needed to set.

"They [the children] need to see that you have to work hard in life to get to your



Glenda Burnett of HHSA quadrupled the number of kids in her home to fulfill an obligation as godmother to a high school friend's daughter.

goals," Burnett said. "They need to see people making it, not just quitters. Plus, how can I tell them I'd like them to go to college if I didn't have my degree."

Down the road she hopes to become a school psychologist, have one more child of her own, and get a lot more rest. But most importantly she hopes that her three young guardians are successful in life.

Art Lessons

(continued from previous page)

room," Nielsen said, "And work and encourage them in something I passionately love."

Each lesson is set up to expose students to a different artist (from the traditional to the contemporary), a different art element (e.g., color, line or composition) and a different medium (e.g., chalk, pastel or water colors). At the end of the year, artwork from each of the school's 600 kids is mounted on one of 90 banners of black poster paper that hang from the ceiling to the floor of the school's hallways.

Nielsen not only teaches the students, she takes an active role in coordinating this week-long art exhibit that coincides with the school's open house.

"It was just so moving the first time I saw it, I had to be a part of it," she said. Both Nielsen and her husband take vacation time from their jobs to set up the exhibit, which begins May 19 this year.

"The kids get so excited to see their work up and everyone's work looks so good," she said.

After the exhibit, Nielsen picks out approximately 90 pieces of art and enters them in the student competition at the San Diego County Fair in June.

With schools focusing so heavily on grades and passing exams, Nielsen says programs such as "Fine Artists" are invaluable.

"There are kids who don't do well in school," she said. "Not everyone is going to go on to become an engineer. But to have a success that is associated with school—whether it is art or dance or music—I think it builds self esteem and helps the child to have an additional outlet."

Nielsen is appreciative of the support her bosses at Agriculture, Weights and Measures have shown over the years, allowing her to take time off from work to teach her art classes.

She's a firm believer of the arts, that it adds a richness to our lives. Using the analogy of high definition television, she said:

"I grew up with a black and white TV and I was happy with that. But the clarity you see with HDTV—it opens up a whole new vista."



Dawn Nielsen and her daughter, Emma, show off one of Emma's art projects. The piece won a blue ribbon in the fair's student art competition.

Spurred by her mom's dedication to art, Nielsen's daughter wrote an essay that won her a spot as one of San Diego's 50 Best Moms. She and her daughter will be honored at a celebration luncheon on May 7.

[Ver•ba•tim]

Letters from satisfied customers served by County employees.

Heather LaBelle (HHS, North Inland Public Health Center) was singled out to her supervisor by a family whose case she was overseeing. Her supervisor relayed that:

"[The uncle] wanted me to know that they are privileged to be your patients, 'not just because she is professional, but because she is very caring about her patients and you can see that.'"

Tony Apodaca (Planning and Land Use) was praised by a homeowner who is rebuilding after the 2003 Cedar Fire.

"As a home owner I, and many of my neighbors, depend on Tony and all the inspectors to act as our advocate with the contractors... I have always found him to be professional and fair. Any actions he has taken which have caused delay have been necessary and in some cases could have been devastating in the long run if not corrected."

Cheryl Dullano (Assessor/Recorder/Clerk) was commended for her professionalism in helping a customer sign up for a "Wedding on the Web."

"When planning a wedding there are so many things to take care of and you have to deal with a lot of people, some of which are difficult to say the least. It was a pleasure dealing with Cheryl and she is a great asset to your office."

Bobbie Thompson (Parks and Recreation) was heralded for her customer service attitude when two hikers were enjoying themselves so much on the trails that they forgot that the parking lot closed at 7 p.m.

"She waited half an hour—of her own time—to open the gate for us after closure in order for us to drive from the parking area. A most outstanding service!"

Patricia Hecht and Jessica Cruz (Assessor/Recorder/Clerk) greatly impressed a customer seeking documents to settle his mother's estate.

"I was repeatedly impressed with your organization and the helpful and knowledgeable staff that you have working for you. They were informed, efficient, and helpful."

Cheri Donaldson (Auditor and Controller) was thanked for her role in helping visiting officials learn about San Diego's on-line claim payment system.

"She has been very helpful in coordinating the visit with us and providing us with information we needed."

Jessica Cruz (Assessor/Recorder/Clerk) was complimented for her assistance to a customer changing over the title on her house.

"She went out of her way to answer questions and was very pleasant to talk to."

NewsBriefs Extra

More on Mosquitos...

Now that mosquito season is here, County officials are stepping up efforts to prevent the spread of West Nile Virus. Residents are encouraged to help with abatement efforts by eliminating standing water around their homes and taking advantage of Environmental Health's program to give away mosquito-eating fish for use in stagnant water, such as inoperative pools or ponds.

Nationwide last year there were close to 2,500 cases of WNV, 900 cases of neuroinvasive disease attributed to WNV and 88 deaths. Last year in San Diego County, two human cases of WNV were diagnosed, however neither case was confirmed to have developed here. For more information about WNV or to report dead birds or mosquito breeding areas, or find out where to pick up mosquito-eating fish, call toll free (888)551-INFO (4636) or visit www.SDFightTheBite.com.

Park Takes Flight

A groundbreaking for the aviation themed Finney Interpretive Overlook took place on April 15. The overlook is the first construction project within the Otay Valley Regional Park. Once completed, the area will provide parkgoers with unique views of the park and serve as an educational and recreational retreat for nearby Finney Elementary School. The overlook design embraces an aviation theme in recognition of the historic glider flights of John Montgomery that took place in the surrounding community.

Science Fair

For the past 20 years, Environmental Health has participated in the Greater San Diego Science and Engineering Fair, in which area students showcase their science projects. Staff members judge the senior entries in the environmental health category, and identify the division winners. The department also takes up a collection for donations towards a cash award to the student or students being honored. This year's winner was Lauren Zeidler, a ninth-grader at the San Dieguito Academy in Encinitas. Her project was entitled "Bacteria at the Beach: Effects of Tide, Location, and Weather."

National Trails Day

Parks and Recreation is celebrating National Trails Day with a day of activities at the Los Penasquitos Canyon Preserve on Saturday, June 4. The event promises fun for the whole family with nature walks, mountain bike and equestrian rides, children's activities, live music and more. For event information, call (858) 484-7504 or visit www.sdparks.org.

Fighting for our Kids' Health

Health and Human Services Agency, along with Chairwoman Pam Slater-Price, helped host the countywide School Food Summit in March. In what's being called an overwhelming success, the summit brought together more than 240 education leaders and health and nutrition experts to address childhood obesity, which has been labeled a national public health crisis. One of the goals for this summit was to ensure that school leaders are aware of the many programs and resources available to them to help develop healthier campuses. Participants received resource binders and have access to follow up assistance with policy development and implementation. County Supervisor Ron Roberts was recognized with the Community Champion for School Nutrition Award for his many years of dedication to the fight against childhood obesity.

Service Awards

Congratulations to County employees reaching the following milestones in April:

35 years

Julie A. Smith (Health & Human Services Agency)

30 years

Tatiana D. Masalski (Health & Human Services Agency)

25 years

Errol W. Bruce (Public Works)
 Olivia Cervantes (Environmental Health)
 John L. Damron (Superior Court)
 Minh Ha (Health & Human Services Agency)
 Edith G. Hlavac (Sheriff)
 John D. Hutchinson (Treasurer-Tax Collector)
 Hang T. Kim (Health & Human Services Agency)
 James Donald Ladner (Sheriff)
 James Calvin Lam (Health & Human Services Agency)
 Leticia Mora (Child Support Services)
 Frank T. Special (Parks & Recreation)
 Anastasia M. Stefano (Assessor/Recorder/Clerk)
 Stephen Wildermuth (Sheriff)
 Mary H. Wilson (Health & Human Services Agency)

20 years

William R. Anderson (Sheriff)
 Kathryn D. Baker (Land Use & Environment Group)
 Kevin S. Barrett (Sheriff)
 Merlita M. Beltran (Health & Human Services Agency)
 Robert F. Bradley, Jr. (Superior Court)
 Cathy M. Brown (Superior Court)
 Elizabeth B. Burns (Purchasing & Contracting)
 Krystyna Ciombor (Health & Human Services Agency)
 Paula I. Coffey (Health & Human Services Agency)
 David M. Corn (Sheriff)
 Thomas R. S. Covert (Health & Human Services Agency)
 Ronald W. Craddock (Public Works/Airports)
 Charles R. Cuskaden (Health & Human Services Agency)
 Thelma C. Deguzman (Health & Human Services Agency)
 Barbara R. Della-Pietro (Health & Human Services Agency)
 Kathy L. Denk (Environmental Health)
 Deborah L. Duffin (Health & Human Services Agency)
 Clare J. Gates (Superior Court)
 Paola D. Giaquinto (Child Support Services)
 Patrick J. Harn (District Attorney)
 Janet P. Herrman (Retirement)

Philip M. Hill (Probation)
 Michael P. Hoss (Sheriff)
 Ronnie R. Hudson (Sheriff)
 Shirley J. Johnson (Health & Human Services Agency)
 Michael A. Kick (Sheriff)
 John E. Kolb (Environmental Health)
 David M. Martinez (Parks & Recreation)
 Charlene A. Mitchell (Auditor & Controller)
 David A. Myers (Sheriff)
 Robert L. Nagle (Planning & Land Use)
 Gregory F. Peters (District Attorney)
 Gary M. Price (Assessor/Recorder/Clerk)
 Na Na C. Poon (Health & Human Services Agency)
 Carlene J. Rankin (Sheriff)
 Sylvia M. Raslan (Health & Human Services Agency)
 Denise C. Reiber (Sheriff)
 Joseph J. Rodi (Sheriff)
 Margaret A. Secor (Sheriff)
 Patricia G. Smith (Health & Human Services Agency)
 Stephen M. Spence (Environmental Health)
 Jeffery L. Taylor (Planning and Land Use)
 Lori K. Temko (District Attorney)
 Mary J. West (Health & Human Services Agency)

Retirements

The San Diego County Employees Retirement Association reports the following employees recently retired:

Barbara Alvarez (Library)	Marilyn Clarke (Health & Human Services Agency)	Frank Landerville (Housing & Community Development)
Teri Bajema (Health & Human Services Agency)	Cheryl Connell (Superior Court)	Anne Lee (Sheriff)
Antonio Baldonado (Health & Human Services Agency)	Brenda Coughlin (Sheriff)	Willard Lewis (Office of Emergency Services)
Teresa Barbosa (Child Support Services)	Lynn Crane (Superior Court)	Thomas Lowe (Sheriff)
Ada Barre (Health & Human Services Agency)	Nita Delacaza (Health & Human Services Agency)	Diane Miller (Health & Human Services Agency)
Michael Barrows (Health & Human Services Agency)	Linda Dizon (Library)	Margaret Owens (Planning & Land Use)
Betty Berglund (Health & Human Services Agency)	Michelle Eaton-Pike (Superior Court)	Julieta Pagsolangan (Health & Human Services Agency)
Vivencio Bersamina (Sheriff)	David Engstrom (Public Defender)	Lynn Parker (Agriculture/Weights/Measure)
John Blocker (Agriculture/Weights/Measures)	Janice Fahey (General Services/Facilities Management)	Ronald Postma (Public Works)
Caesar Bolchini (Registrar of Voters)	Maxine Fischer (Health & Human Services Agency)	Joy Prince (Probation)
Sandra Boyer (Planning & Land Use)	Edna Flores (Library)	James Pritchett (Public Works)
James Bradley (Public Defender)	Charles Frice (District Attorney)	Benito Puente (Sheriff)
Martin Brauer (Health & Human Services Agency)	Paul Friedman (Environmental Health)	Dede Reimer (Health & Human Services Agency)
Donald Bryan (Sheriff)	Gregory Giddings (Sheriff)	Patrick Russell (District Attorney)
William Burks (Air Pollution Control District)	Marsha Hall-Woodruff (Health & Human Services Agency)	Stephen Seibert (Public Works)
Barbara Burton (Health & Human Services Agency)	Suzanne Hauser (Sheriff)	Bobby Stephenson (Probation)
Virginia Cannon (Registrar of Voters)	Linda Hillberg (Health & Human Services Agency)	Theodore Streete (Sheriff)
Ramona Castellanos (Health & Human Services Agency)	Leonard Hodges (Animal Services)	Marsha Thomas (Sheriff)
	Linda Jagualing (District Attorney)	Leonila Villegas (Human Resources)
	Joyce Lacey (Probation)	Joan Vokac (Planning & Land Use)
	Judith Lake (Air Pollution Control District)	Christopher Vollmer (Sheriff)

In Memoriam

Florence P. Achten (Auditor & Controller, 1976)	2/05	Ruth C. Heininger (Health Services, 1982)	3/05
Dorothy E. Allen (Health Services, 1987)	3/05	Dwight H. Kelley (Probation, 1990)	3/11
Ruth Allsing (Public Welfare, 1992)	2/05	Harold D. Ledford (Sheriff, 1992)	2/05
Pearl I. Brigham (Mental Health, 1978)	3/05	Theresa R. Lee (Food Services, 1998)	2/05
Ida J. Bronson (Veterinarian, 1972)	2/05	Edith Lerch (Social Services, 1982)	1/05
Esther E. Cheek (Social Services, 1988)	3/05	Mary McElwee (Health Services, 1984)	1/05
D. Elaine Christie (Probation, 1977)	1/05	Violet M. Osgood (Board of Supervisors, 1963)	3/05
George Cooper (Information Services, 1997)	2/05	Donald E. Patterson (Planning & Land Use, 1987)	3/05
Jack Cooper (Welfare, 1980)	2/05	Joe Ann C. Patton (Education, 1972)	3/05
Helen Elliot (Health & Human Services Agency, 1973)	2/05	Tony P. Sinatra (Engineer, 1976)	2/05
Donald Gleason (Mental Health, 1978)	2/05	Ferris Thompson (County Jail, 2000)	3/05
Genevieve V. Harvey (Health Services, 1986)	3/05	Mary Aileen Wylie (Library, 1977)	3/05

Our thoughts and prayers are with the family and friends of active County employees Rosita Cruz, Health & Human Services (2/05) and Mary B. Smigelski, Animal Services (2/05).